

HR Weekly Podcast

May 28, 2008

Today is May 28, 2008, and welcome to the HR Weekly Podcast from the State Office of Human Resources. This week's topic concerns the introduction of OHR's latest e-learning website called the Online Learning Center.

OHR successfully launched its first interactive learning site, the Supervisory Survival Challenge, at the end of 2006. From that experience and the feedback received, the next e-learning venture for OHR was to include a website for managers, employees, and HR professionals. The site would offer resources, job aids, and interactive scenarios pertinent to those challenges each group faced.

On May 15th, OHR's Online Learning Center debuted at the 2008 HR Spring Forum. The new website was formally launched on May 21st for all users.

The development of this website emulates a café environment. According to research, employees tend to enjoy the interactions more and are more inclined to spend time on a website that is easy to navigate and friendly in its approach. Informal learning is encouraged by the short scenarios that the user attempts to complete successfully. In addition, because of its less formal set up, users who may not be as computer savvy are encouraged to explore and engage. The interactions require knowledge or exploration of the subject matter; plus, the website offers feedback for every response regardless of its correctness. The actual activities are completed by using a mouse and the common click, hold, and drag method.

Currently, the Online Learning Center offers supervisors and managers topics on Managing Performance and Goal Setting, Developing Your Employees, Interviewing and Selection, Delegation and Prioritizing, and Disciplining Employees. The topics offer resources available from the South Carolina State Library, interactive scenarios, and printable job aids. Additional information will be added to these topics regularly to include websites and other resources that are helpful for supervisors and managers.

Currently, the Employees, HR Professionals, and CPM Professionals pages of the Online Learning Center are being developed. OHR anticipates having the site completed by the end of 2008. The Online Learning Center can be accessed by going to Hot Topics on OHR's website.

Please provide us with feedback and comments concerning the continued development of this additional learning opportunity. If you have questions about this issue, please contact your HR consultant at 803-737-0900.

Thank you.